

Message Text

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GENEVA FOR GRIP

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TAGS: AORG, OECD, NATO

SUBJECT: MEETING OF CCG APRIL 6-8

REFS: (A) USNATO 1910, (B) USNATO 1834

SUMMARY: FOLLOWING SYG LUNS' NEW PROPOSAL TO GRANT 100 PERCENT COL ADJUSTMENTS, STAFF ASSOCIATION REPRESENTATIVES MET WITH CCG AND STRONGLY OPPOSED PRINCIPLES OF ABATEMENT AND PARALLELISM AND FAILURE TO GRANT ALL GRAD-ES 100 PERCENT COL AS OF 1 JAN 1976. STAFF ASSOCIATION ALSO REFUSED TO WORK WITH CCG AND/OR WORKING PARTY 13 EXCEPT TO ATTEND AS AN OBSERVER. CCG REDEFINED TERMS OF REFERENCE FOR NEW WP-13 DISCUSSIONS. END SUMMARY.

1. SALARY ADJUSTMENT

IN DISCUSSIONS RELATING TO THE DEVELOPMENT OF A
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SALARY ADJUSTMENT PROCEDURE TO BE APPLIED BEGINNING WITH

THE JULY REVIEW, ALL DELEGATIONS PRESENT, EXCEPT THE US, STATED THAT THEY COULD ACCEPT SALARY TRENDS (I.E., GROWTH RATES) IN NATIONAL CIVIL SERVICES AS THE BASIS FOR ADJUSTING SALARY SCALES IN THE COORDINATED ORGANIZATIONS. THEY WERE WILLING TO ACCEPT THE UNDERLYING PREMISE THAT FOR THE NEXT REVIEW PERIOD, BEGINNING JULY 1 AND PROBABLY EXTENDING FOR TWO OR THREE YEARS, THE GAP BETWEEN SALARY LEVELS IN THE COORDINATED ORGANIZATIONS AND THE NATIONAL CIVIL SERVICES WOULD BE HELD CONSTANT. THERE WERE NUMEROUS TECHNICAL ASPECTS TO BE CONSIDERED BEFORE THIS PREMISE COULD BE TRANSLATED INTO A SPECIFIC PROPOSAL FOR SALARY ADJUSTMENTS. THE COMMITTEE WOULD NEED A FURTHER REPORT FROM WP-13 PROVIDING THE DATA RELATING TO COUNTRIES TO BE USED AS BASIS FOR NATIONAL SALARY DATA BY COUNTRY AND BY GRADE, AGREEMENT ON PERIODS OF COMPARISON, RELATIONSHIP BETWEEN CAREER MATCHING POINTS, AND AN ACCEPTABLE DEFINITION OF EQUAL GROWTH RATE (E.G., ABSOLUTE OR PERCENTAGE GROWTH).

2. GROWTH RATES

WHILE REPRESENTATIVES OF UK, BELGIUM, AND FRG SYMPATHIZED WITH US VIEW THAT A SUITABLE BASIS FOR SETTING IS SCALES SHOULD BE THE AVERAGE GROWTH OF NATIONAL CIVIL SERVICE SCALES IN ABSOLUTE TERMS, THEY FELT THAT AS A PRACTICAL REALITY IT WOULD BE IMPOSSIBLE TO GO FARTHER THAN LINKING GROWTH RATES AS THE BASIC FORMULA FOR THE SALARY ADJUSTMENT PROCEDURE IN THE JULY REVIEW. AS THIS HAS CONSISTENTLY BEEN THE VIEW OF OTHER DELEGATIONS IN THE CCG SINCE THE PRESENT SALARY DISCUSSIONS BEGAN SEVERAL WEEKS AGO, WE RECOMMEND THAT THE DEPARTMENT AUTHORIZE A US POSITION WHICH WOULD ALLOW GROWTH RATES IN IS SALARIES TO BE RELATED TO, BUT NOT TO EXCEED, GROWTH RATES OF AN AVERAGE OF NATIONAL CIVIL SERVICE SALARIES.

ACTION: INSTRUCTIONS REQUESTED PRIOR TO MAY 19 MEETING OF CCG.

3. STAFF ASSOCIATION

REPRESENTATIVES OF THE STAFF ASSOCIATIONS ATTENDED LIMITED OFFICIAL USE

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THE AFTERNOON SESSION APRIL 7 AT INVITATION OF CCG CHAIRMAN MASSBERG. PURPOSE WAS OPEN EXCHANGE OF VIEWS AND QUEST FOR AGREEMENT ON BASIC DATA. SESSION WAS INTENSE BUT UNPRODUCTIVE; STAFF ASSOCIATION REPRESENTATIVES FOR ALL CCG ORGANIZATIONS INSISTED ON 100 PERCENT COL ADJUSTMENT FOR ALL GRADES EFFECTIVE JANUARY 1 AND JULY 1, 1976 AS PRECONDITION FOR FURTHER DISCUSSIONS, AND DECLARED THAT THE TERMS OF THE 123RD REPORT OF THE

CCG APPROVED BY COUNCILS, WERE TOTALLY UNACCEPTABLE, AS THE STAFF COULD NOT AGREE TO ANY COMPARISON WITH NATIONAL CIVIL SERVICE SCALES AS BASIS FOR FUTURE SALARY ADJUSTMENT PROCEDURE. CCG MEMBERS VIEWED PHILOSOPHY OF 123RD REPORT AND FACTS AS BASIC GUIDANCE APPROVED BY COUNCILS. THE STAFF ASSOCIATION REPRESENTATIVES WERE NOT WILLING TO STUDY WITH THE CCG THE STATISTICAL DATA OF THE 123 AND 129 CCG REPORTS OR TO STUDY DATA AND FIGURES TO START A NEW BASIS. I/S WANTS COMPARABILITY WITH THE EUROPEAN ECONOMIC COMMUNITY.

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THE STAFF ASSOCIATION REFUSED TO ENTER INTO A DIALOGUE BUT ULTIMATELY ABANDONED A THREAT TO WALK OUT OF THE MEETING. THEIR SPOKESMAN SAID WHETHER THEY STARTED A DIALOGUE WITH THE CCG OR NOT DEPENDS ON THE CCG'S

WILLINGNESS TO LISTEN, TO MAKE A FRESH START NOT BOUND BY PRIOR CONDITIONS, AND TO ABANDON CONCEPTS OF ABATEMENT AND PARALLELISM WITH THE NATIONAL CIVIL SERVICES.

4. PROPOSALS

THE CHAIRMAN INVITED DELEGATIONS TO SUBMIT PROPOSALS ON POSSIBLE ADJUSTMENT PROCEDURE BEFORE THE NEXT MEETING MAY 19-20 OF THE CCG.

5. PER DIEM

THE CHAIRMAN PROPOSED THAT DELEGATIONS ACCEPT THE MODIFIED SUBSISTENCE ALLOWANCES RECOMMENDED IN CCG/A LIMITED OFFICIAL USE

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(76)18. THESE ARE INCREASES IN PER DIEM ALLOWANCES REFLECTING INCREASED COSTS IN MEMBER COUNTRIES. UNLESS INSTRUCTED OTHERWISE, WE WILL APPROVE AT NEXT MEETING OF CCG MAY 19-20.

6. WORKING PARTY 13

APRIL 8TH WAS ENTIRELY DEVOTED TO A DISCUSSION OF THE TERMS AND PRIORITIES FOR A RENEWED STUDY PER CCG/W(72)17 BY WKING PARTY 13 REGARDING PROCEDURE FOR ADJUSTING THE REMUNERATION OF STAFF OF THE COORDINATED ORGANIZATIONS. THE FRAMEWORK FOR THE RESUMPTION OF THE CCG WP-13 TASK FORCE WAS PARAGRAPH 6 OF CCG - THE 129TH REPORT. DATA, FACTS AND FIGURES FROM THE CCG 123RD AND 129TH REPORTS WILL BE REEXAMINED AS WELL AS THE PRINCIPLES OF ABATEMENT AND PARALLELISM; TO REVIEW AND DEFINE, TO FORMULATE ALTERNATIVE MEASURES AND TO REVIEW AND ADJUST PROCEDURES; TO MAKE RECOMMENDATIONS AND TO STUDY TECHNICAL ASPECTS. THE WP-13 SHOULD NOT REACH CONCLUSIONS BUT DEVELOP FACTS AND PRESENT OPTIONS.

7. OBSERVER STATUS

THE STAFF ASSOCIATION REPRESENTATIVES CAME TO THE MORNING SESSION BUT DECIDED NOT TO ENTER INTO A DIALOGUE BUT RATHER TO ATTEND THE MEETING AS OBSERVERS ONLY. HOWEVER, THEY DID NOT ATTEND THE AFTERNOON SESSION AS THEY HAD SCHEDULED THEIR OWN INTERORGANIZATIONAL -COMMITTEE MEETING AT THE SAME TIME.

8. U.S.MADE FOLLOWING SUGGESTIONS REGARDING WORK OF WP-13

A. COMPARABILITY OF DATA - IF DATA (E.G., BETWEEN EC AND NATIONAL CIVIL SERVICES) ARE NOT "DIRECTLY COMPARABLE" -- (AS PAGE 21 ANNEX B OF WP-13 REPORT), THEN THERE SHOULD BE SOME INDICATION OF THE EXTENT OR DEGREE OF THE DIFFERENCE, WHAT FACTORS MAKE THEM "INCOMPARABLE"

OR WHAT WOULD HAVE TO BE DONE TO MAKE THEM
COMPARABLE, OR WHAT ELSE SHOULD BE TAKEN INTO
ACCOUNT. WE WANT TO AVOID COMMENTS LIKE
"COMPARISON WITH CS SCALES IS TOTALLY UNACCEPT-
ABLE" COMING FROM STAFF ASSOCIATION.

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B. INCLUSION OF ALL ELEMENTS OF REMUNERATION -
ALLOWANCES ARE ALWAYS AN AREA OF CONTENTION.
SOME ALLOWANCES SEEM TO HAVE AN ELEMENT OF
"INCREASE OF PAY" IN ADDITION TO THE (MORE
FUNDAMENTAL?) PURPOSE OF OFFSETTING UNUSUAL
COSTS OR HARDSHIPS BORNE BY THE EMPLOYEE. WP
CAN ONLY SUPPLY INFORMATION ON WHO GETS
ALLOWANCES (IN CS, EC, ETC.) AND THE SCALES OF
ALLOWANCES THEMSELVES, PROBABLY LEAVING TO THE
FULL COMMITTEE THE TASK OF ESTIMATING HOW MUCH
THE ALLOWANCES ARE REALLY INCREASES IN TAKE-
HOME PAY.

C. INCLUDE RAW DATA ON NOMINAL SALARY LEVELS - US
VIEWS IT IMPORTANT TO LOOK AT SALARY LEVELS AS
WELL AS SALARY TRENDS OR GROWTH RATES. WE MAY
HAVE TO ACCEPT A FORMULA BASED ON GROWTH RATES
IN JULY, BUT EVEN IF WE DO, WE WILL WANT TO
KNOW WHAT THE GAP REALLY IS. THIS INFORMATION
(SALARIES IN FRANCS, MARKS, ETC. FOR CS) WAS IN
WP-13 REPORT OF NOVEMBER 12, 1975, AND SHOULD
BE UPDATED. STAFF OR SECRETARIAT MAY OBJECT,
BUT THEY HAVE NO COMMENT IF WP IS NOT MAKING
PROPOSALS.

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D. REPORT MOSTLY PRESENTATION OF DATA IN USABLE TABLES - WP COULD ADD TABLES WITHOUT ANY, OR MUCH, COMMENT, FOR COMMITTEE TO USE, FOR INSTANCE, FOR WEIGHTING, OR FOR CHOOSING BASE COUNTRIES, FOR CS COMPARISON. THESE COULD INCLUDE:

POPULATION OF MEMBER COUNTRIES, GROSS NATIONAL PRODUCT, SCALE OF CONTRIBUTIONS (TO OECD, SIZE OF FEDERAL WORK FORCE, NATIONAL BUDGET, AND OTHER.

WP REPORT SHOULD NOT PRESENT DERIVED DATA (E.G., PER CAPITA GNP), AT LEAST WITHOUT ALSO PRESENTING THE MORE BASIC DATA (POPULATION AND GNP).

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D. CONDITIONS OF EMPLOYMENT - THERE IS NO REASON WHY THE WP SHOULD NOT MENTION DIFFERENCES IN CONDITIONS OF EMPLOYMENT (AS BETWEEN CS, EC, COORDINATED ORGANIZATIONS) THAT COME TO ITS ATTENTION. WHAT WE WOULD LIKE TO DO IS QUANTIFY THESE DIFFERENCES, AND, IF THEY CALL FOR FINANCIAL CONSIDERATION, WE WANT TO LOOK AT THEM AS POSSIBLE CANDIDATES FOR SPECIAL ALLOWANCES, NOT AS VAGUE JUSTIFICATION FOR HIGHER

SALARIES, OR, EVEN WORSE, HIGHER RATES OF
INCREASE IN CO SALARIES THAN CS SALARIES.
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